

Oscar Kilo

The National Police
Wellbeing Service

Condition of our people



How this all started.....

@IanHesky



4 Insights we didn't have in 2012

- **Discretionary Effort**
- **Trauma exposure & PTSD**
- **Impact of 'change'**
- **Links to public value**





What is Discretionary?

What makes me give or remove it?





Impact of Trauma

Do you know how it affects how people think, feel & behave ?



So you think you're really good at change ?

It's not the job that's making our people ill!







How we treat our people

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How they treat the public



SCALABLE



AFFORDABLE

PERSONALISED CARE



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